

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

WALT DISNEY PARKS AND RESORTS U.S.  
d/b/a WALT DISNEY WORLD  
Employer

and

Case 12-UC-248568

SERVICE TRADES COUNCIL UNION  
Petitioner

ORDER

The Petitioner's Request for Review of the Regional Director's Decision and Order Dismissing Petition is denied as it raises no substantial issues warranting review.<sup>1</sup>

JOHN F. RING, CHAIRMAN

MARVIN E. KAPLAN, MEMBER

WILLIAM J. EMANUEL, MEMBER

Dated, Washington, D.C., July 9, 2020.

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<sup>1</sup> In denying review, we note that the Petitioner's Request for Review does not comply with the requirement in Sec. 102.67(e) of the Board's Rules and Regulations that a request for review be a self-contained document enabling the Board to rule on the basis of its contents without recourse to the record. But, even assuming that the request for review does comply with Sec. 102.67(e), we have exercised our discretion under that section to examine the entire record. Based on our careful review of the record, we conclude that the NBA Experience Guides do not perform the "same basic functions" as the Attraction Hosts/Hostesses, *Premcor, Inc.*, 333 NLRB 1365 (2001), and that the Petitioner has not established that the NBA Experience Guides are an accretion to the existing bargaining units, because the determinative factors weigh heavily against such a finding, *Walt Disney Parks and Resorts U.S. d/b/a Walt Disney World Co.*, 367 NLRB No. 80, slip op. at 2–5 (2019). Thus, we need not pass on the Regional Director's conclusion that the Petitioner disclaimed interest in representing the NBA Experience Guides under *Briggs Indiana Corp.*, 63 NLRB 1270 (1945), and its progeny.